

KTRK-TV HOUSTON ANNUAL EEO PUBLIC FILE REPORT

March 29, 2018

I. GENERAL POLICY

This report covers the period from March 16, 2017 through March 15, 2018.

KTRK-TV (the "Station") has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender identity, marital status, religion, age, national origin, citizenship status, disability, sex, sexual orientation, covered veteran status, or any other basis prohibited by state or federal law.

In the Station's commitment to fair employment practices, we strive to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is the Station's policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices.

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and distributions to the Station's mailing lists used to notify sources of openings, and a summary of interviewees who applied for vacancies as well as their referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to: the nature and date of each activity, the scope of the Station's participation, and the names and titles of the Station personnel involved.

II. RESPONSIBILITY

Henry Florsheim, KTRK-TV's President & General Manager, is responsible for supervising EEO compliance.

III. POSITIONS FILLED AND RECRUITMENT METHODS

KTRK-TV has publicized job vacancies in the following ways (except for positions filled through internal promotion) and as indicated below:

1. Sending or emailing the KTRK-TV job listing to the 58 organizations and schools detailed in **Attachment A**. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.
2. Posting open positions on The Walt Disney Company online career website, Disneycareers.com.
3. Posting open positions on the Station's website, ABC13.com
4. Posting open positions via DirectEmployers Association Network sites detailed in **Attachment B**.
5. Posting open positions to the State broadcast association, Texas Association of Broadcasters, TAB.org.

Following are the positions filled during the period of March 16, 2017 to March 15, 2018:

Investigative Producer (Posted 1/9/17, Filled - Keaton Fuchs 3/29/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: IRE (Investigative Reporters and Editors), TV jobs, Indo American News, Voice of Asia, Prairie View A&M University Career Fair. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 2; Past Employee – 1; Industry Colleague Referral – 1; Internal Station – 1; ABC13.com -1; IRE - 1. The candidate hired was an Internal Station candidate.

Web Producer (Posted 5/4/17, Filled – Matt Guillermo 5/22/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 2; Indeed.com – 2; ABC13.com – 2; Disneycareers.com -1. The source of the candidate hired was Indeed.com.

Executive Producer (Posted 5/4/17, Filled - Keith Browning 5/25/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Eight people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 2; Talent Agent – 2; Internal Candidate – 1; Unknown website/job board - 3. The candidate hired was an Internal Station candidate.

Producer (Posted 5/5/17, Filled - Christina Generales 5/25/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Six people were interviewed. Referral sources of the candidates interviewed were as

follows: ABC13.com – 3; Disneycareers.com – 3. The source of the candidate hired was Disneycareers.com.

Digital Video Producer (Posted 5/11/17, Filled – Owen Dunn 5/26/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Six people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 3; Disneycareers.com – 3. The source of the candidate hired was ABC13.com.

Multi Media Journalist (Posted 6/9/17, Filled – Nicholas Natario 7/14/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV Jobs, Indo American News, Voice of Asia. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agent – 1; ABC13.com – 1; Unknown website/job board – 4. The source of the candidate hired was Talent Agent.

Producer (2) (Posted 6/23/17, Filled 7/27/17 & 8/15/17– Stephanie Becerra & Kevin Lightfoot)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 2; Industry Colleague Referral – 1; ABC13.com – 1; Unknown website/job board – 2. One of the candidates hired was an Internal Station candidate and the source of the candidate hired was an industry referral.

Meteorologist (Posted 6/29/17, Filled – Collin Myers 7/27/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 1; Employee Referral – 1; ABC13.com – 2; Unknown website/job board- 2. The source of the candidate hired was ABC13.com.

Associate Producer (Posted 7/14/17, Filled - Markus Garcia 8/4/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Five people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 1; Unknown website/job board - 4. The candidate hired was an Internal Station candidate.

Reporter (Posted 8/24/17, Filled – Erica Simon 9/4/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia.

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agent – 7; Past Intern – 1; Unknown website/job board - 3. The source of the candidate hired was Talent Agent.

Associate Producer Trainee (Posted 8/4/17, Filled - Deisy Enriquez 9/12/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Five people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 2; ABC13.com – 2; Disneycareers.com - 1. The candidate hired was an Internal Station candidate.

Production Manager (Posted 9/18/17, Filled – Scott Sands 10/24/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 1; ABC13.com – 3; Disneycareers.com - 2. The candidate hired was an Internal Station candidate.

Web Producer (Posted 9/27/17, Filled - Brittany Wilmore 10/25/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 1; Internal Station – 3; Indeed.com – 2; ABC13.com - 1. The source of the candidate hired was ABC13.com.

Director/Photographer/Editor (Posted 10/26/17, Filled – John Kinzie 11/08/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 3; ABC13.com - 3. The source of the candidate hired was ABC13.com.

Producer (Posted 12/14/17, Filled – Ashley Alderman 1/10/18)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Association of Black Journalists – 1; Internal Station – 1; ABC13.com – 2; Disneycareers.com – 1; Industry colleague referral - 1. The source of the candidate hired was ABC13.com.

Consumer Reporter/Anchor (Posted 12/5/17, Filled - Chelsey Hernandez 1/19/18)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: LinkedIn, TV jobs, Indo American News, Voice

of Asia. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agent – 1; Employee Referral – 1; Past Employee – 1; Disneycareers.com – 2 ABC13.com – 1; Unknown job board – 1. The source of the candidate hired was employee referral.

Web Producer (Posted 12/19/17, Filled - Ninfa Saavedra 1/22/18)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV jobs, Indo American News, Voice of Asia. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Industry Colleague Referral – 2; Internal Station candidate 3; University job board - 1. The candidate hired was an Internal Station candidate.

IV. LONG TERM RECRUITMENT INITIATIVES

KTRK-TV is committed to performing ongoing non-vacancy specific recruitment efforts that bring attention to the variety of job and career opportunities at the Station. Outreach efforts are designed to provide information about job opportunities and job requirements, as well as provide information as how to apply for job opportunities within KTRK-TV and The Walt Disney Company and on the on the Internship Program which is designed to educate students on job opportunities available at the Station. We strive to provide information and training to develop a diverse pool of prospective candidates for the future.

A. Participation in Job Fairs

8/9 - 8/12/17	National Association of Black Journalists Conference/Career Fair
9/13/17	Prairie View A&M Career Fair
9/28/17	Texas Southern University Career Fair
10/4/17	Sam Houston State University Career Fair

B. Internship Program

KTRK-TV's internship program offers paid internships for college students interested in careers in television broadcasting. The internship program is designed to provide students with an onsite educational experience that complements their academic studies. During the reporting period, KTRK-TV hired thirteen interns.

KTRK-TV's internship program has launched the careers of dozens of students with aspirations to work in broadcasting. Currently there are ten former KTRK-TV interns

working at the Station, including two on-air talent and the Vice President, Programming and Managing Editor.

Recruitment outreach for interns is primarily accomplished using a variety of methods with attention to resources that provide a diverse candidate pool. Job fairs and career fairs at colleges with diverse student populations are a major source of candidates. Notices are posted at local colleges, universities and minority organizations. The KTRK-TV internship information is featured on the ABC13 website. The Station internship program is also part of The Walt Disney Company campus recruitment initiative (Disney Professional Internships), thus increasing the reach and exposure for internship opportunities at KTRK-TV.

C. Mentoring Programs

KTRK-TV personnel have participated in the ABC Corporate Mentoring Program. The program is designed to identify talented employees (with an emphasis on women and minorities) at a senior management level who have demonstrated ability and commitment to ABC. Mentees are paired with a senior executive for one year. The program provides exposure to business strategies across the media networks, networking opportunities with other executives from a cross-section of our businesses and the opportunity to enhance leadership skills.

- KTRK-TV VP, Creative Services, David Lee, participated as a mentor in the program.
- KTRK-TV Broadcast Systems Specialist, Chris Silva, is a mentee in the program.
- KTRK-TV VP, Broadcast Technology, Tim Hinson, is registered as a mentor but has yet to be matched.

D. Other Activities

KTRK-TV has a goal of motivating and inspiring the next generation of broadcast professionals. To support that goal, KTRK-TV hosts grade school, high school and college students at the television station to expose them to the variety of career options available in broadcasting.

Student groups are provided with a behind the scenes tour of operations. The following is a list of student tours:

4/28/2017	Hubenar Elementary Students
4/28/2017	San Jacinto College Journalism Students

05/19/2017	Reading Jr High School students
07/28/2017	Deer Park HS Students
10/26/2017	Houston Community College Stafford/Katy Campus
11/03/2017	Lone Star College Students
11/06/2017	Matthys Elementary Broadcast Students
11/14/2017	Sam Houston State students
11/21/2017	Sam Houston State Journalism students
12/21/2017	University of Houston Journalism students
12/22/2017	University of Houston Journalism students
01/08/2018	Broadcast students from Sam Houston State University
02/14/2018	University of Houston Broadcast students.
03/02/2018	Duchesne High School Students

KTRK-TV employees participate in career days/workshops/panels providing valuable information and career guidance to students. The following is a list of student career outreach:

03/22/2017	AWTY French Journalism Day - Speaker
03/28/2017	HACCC Texas College Career/Internship Fair
03/30/2017	WAIT Houston at Forest Brook Middle School career talk
03/31/2017	Career Day at DeSantiago School Speaker
04/05/2017	San Jacinto College Students Career Event Speaker
04/11/2017	Cristo Rey HS Journalism Students speaker on storytelling/news
04/12/2017	Westfield High School Career Day Speaker
04/12/2017	Harris County Leadership Excel Academy Career Day - Speaker
04/18/2017	TSU Communications Week - panelist
04/21/2017	YES Prep Hoffman Career Day speaker
04/23/2017	ILPC Journalism Convention Student Workshop presenter
04/25/2017	Rice University High School Conference keynote speaker
05/17/2017	Houston Community College Operation College Grad - Panelist
05/19/2017	BYU Power 2 Become Conference keynote speaker
05/19/2017	Dulles Elementary School Career Awareness Day speaker
06/06/2017	SFASU Professional Network Breakfast speaker
06/29/2017	Cru Houston Networking Group of Young Professionals speaker
07/07/2017	Fifth Ward Enrichment Program Career Panel
11/09/2017	Grantham Academy Career Day 7th and 8th Grade
11/10/2017	Autley Elementary Career Day
11/30/2017	Clear Springs High School Journalism class
01/13/2018	Houston Association of Black Journalist panel discussion
01/30/2018	Hearne Elementary Career Day - 3rd & 4th Grade

02/01/2018	Holub Middle School Career Day
02/02/2018	Austin Parkway Elementary Career Day
02/10/2018	Houston Millennials Leadership Conference emcee
02/10/2018	Houston Hispanic Forum Career Day Panelist
03/05/2018	St. Agnes Academy Career Day
03/08/2018	Christa McAuliffe Middle School career day
03/09/2018	Grantham Academy Girls Empowerment speaker

E. Trainee Program

KTRK-TV has a twelve to eighteen month program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties. The objectives of the program are to enhance the skills of individuals interested in pursuing careers in news producing, to promote diversity, and to increase minority and female representation in key decision making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel.

F. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

KTRK-TV management employees are required to complete the Walt Disney Company's "Preventing Harassment" and "Standards of Business Conduct" training courses every two years. These courses cover discrimination prevention and the importance of offering equal employment opportunities to all employees.

G. Training programs designed to enable Station personnel to acquire skills that could qualify them for a higher level position

KTRK-TV employees have access to a wide range of professional, leadership, and management training through the Walt Disney Company's D-Learn training program.

EEO - ATTACHMENT A

KTRK-TV JOB POSTINGS

Company Address Mailing List

NAACP 2002 Wheeler Houston, TX 77004
St. Mary's University of San Antonio One Camino Santa Maria San Antonio, TX 78228
Chinese Community Ctr. 9800 Town Park Houston, TX 77036
SER/Jobs for Progress 201 Broadway St. Houston, TX 77012
Wesley Community Ctr. 2720 Sampson Houston, TX 77004
Houston Asian Junior 4410 April Meadow Way Sugar Land, TX 77479
Houston Hispanic Chamber of Commerce 1801 Main St. # 1075 Houston, TX 77002
UH Mexican American Studies 4800 Calhoun Houston, TX 77004
El Dia 6120 Tarnef, Suite 100 Houston, TX 77074
Houston Sun 1520 Isabella Houston, TX 77004
Stephen F. Austin 13032, SFA Station Nacogdoches, TX 75962
Sam Houston State Univ. Career Services P.O. Box 2238 Huntsville, TX 77341
Houston Urban League Job Bank 1301 Texas Houston, TX 77002
Korean Journal 1241 Blalock Road Houston, TX 77055
Goodwill Industries of Houston 3121 San Jacinto Houston, TX 77004
Job Placement Houston Community College 1300 Holman Houston, TX 77004
Jewish Family Service 4131 South Braeswood Houston, TX 77025
U of H Downtown Career Development One Main St. Suite 402-S Houston, TX 77001
M.L.K. Community Center. 2720 Sampson Houston, TX 77004
LULAC Educational Svc Center 3522 Polk St. # 104 Houston, TX 77003
United Negro College Fund 723 Main St., Ste. 1010 Houston, TX 77002-3320
Asian Chamber of Commerce 6833 Sam Houston Pkwy 206 Houston, TX 77072
Job Posting University of Texas A115A Jester Center Austin, TX 78705
Art Institute of Houston Career Services 4140 Southwest Frwy Houston, TX 77027
Broadcast Employment Services PO Box 4116 Oceanside, CA 92052
Vietnam Post/Vietnam Business 10515 Harwin # 120 Houston, TX 77036
Las Noticias de Fort Bend 1516 Ward St. Rosenberg, TX 77471
United States Veterans Initiative 1418 Preston Street Houston, TX 77002
Houston Minority Business Dev Center 2302 Fannin St., Suite 165 Houston, TX 77002
Workforce Solutions 3355 West Alabama # 350 Houston, TX 77098
TX A&M University Career Center #209 John Koldus Bldg. College Station, TX 77843
Career Services Prairie View A & M Univ. PO Box 4129 Prairie View, TX 77446
A.A.M.A. 6001 Gulf Frwy. Bldg. B165 Houston, TX 77023
Career Services Texas Southern University 3100 Cleburne Avenue Houston, TX 77004
Career Services Houston Baptist University 7502 Fondren Houston, TX 77074
Houston Defender PO Box 8005 Houston, TX 77288

Career Services University of St. Thomas 3800 Montrose Houston, TX 77006
Houston Assoc. of Hispanic Attn: Job Posting P. O. Box 273394 Houston, TX 77277
Sam Houston State Univ. Career Services P.O. 2238 Huntsville, TX 77341
Forward Times 4411 Almeda Road Houston, TX 77004
Jewish Family Service 4131 South Braeswood Houston, TX 77025
Fort Bend Star 4655 Techniplex Drive Suite #300 Stafford, TX 77477
Abilene Christian University ACU Box 27914 Abilene, TX-79699

Company Email Address List

Houston Area Hispanic Media Professionals – art.rascon@abc.com
Houston Association of Black Journalists – info@habj.org
Indo American News – indoamericannews@yahoo.com
Jim Magill – jimmagill@hotmail.com
University of Houston Downtown Campus Career Center – joyners@uhd.edu
Art Institute of Houston Career Services – jstankiewicz@aii.edu
Medialine – medialine@medialine.com
Alliance for Women in Media – monica.rose@abc.com
Serbino Walker – Texas Southern University Comm. Dept. – walker_sx@tsu.edu
SER – Jobs for Progress of the Texas Gulf Coast, Inc. – Ciara.major@serhouston.org
Style Magazine – editorial@stylemagazine.com
Talent Dynamics – hedding@talentdynamics.com
Texas Southern University Career Center – robersonan@tsu.edu
Voice of Asia – adsvoa@yahoo.com
TV Jobs – tvjobs.com

Job Syndication Alliances

DirectEmployers Association Job Syndication Alliances – Revised February 10, 2018. **Please Note:** DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.

Diversity Sites	
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
BabyBoomerJobs.net	http://www.babyboomerjobs.net/ (DE Member Jobs Only)
The Black Perspective	http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine
Campus Pride	http://campuspride.jobs
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	http://fatherresource.jobs/ (DE Member Jobs Only) - Indiana Locations Only)
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
New Start Career Network	http://newstartcareernetwork.jobs/ Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
US.jobs Diversity	http://diversity.jobs
Way Finders Careers	http://wayfinderscareers.com/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine

Disability Sites	
Allsup Employment Services	http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&utm_source=Allsup-DE&utm_medium=Disability&utm_campaign=Allsup
Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Deaf To Work	http://deaftowork.jobs/
Easter Seals	http://easterseals.jobs/
Enable America	http://enableamerica.jobs
Indiana Career Connect (Indiana State Workforce)	http://indianacareerconnect-disability.jobs (Indiana Located Jobs Only)
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located Jobs Only)
National Multiple Sclerosis Society	http://nationalmssociety.jobs/ (DE Member Jobs Only)
Options Unlimited Inc.	http://optionsunlimitedinc.jobs/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
Quest	http://questinc.jobs/ (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
United Spinal Association	http://spinalcord.jobs/
US.jobs Disability	http://disability.jobs
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop. Jobs also appear http://veterans.jobs/
Workforce Recruitment Program	http://wrp.jobs/
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/

Military Network Sites	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	http://casy.mscn.jobs/
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://msepjobs.militaryonesource.mil/job-map (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	http://militaryspouseconnection.jobs
Military Spouse Corporate Career Network (MSCCN)	http://casy.mscn.jobs/
MOC2SOC	https://www.moc2soc.com
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
Save Our Veterans	http://board.jobcentral.com/saveourveterans
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
Student Veterans Of America	http://studentveteransofamerica.jobs
USA Cares	http://board.jobcentral.com/usacares
US.jobs Veterans	http://veterans.jobs/
US Military Pipeline	https://usmilitarypipeline.com/
Vet720.com	http://vet720.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on http://veterans.jobs/
Veteran's Enterprise	http://www.veteransenterprise.com/index.php/career-opportunities
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)

State Workforce Agency Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http:// SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana State Workforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

Federal Government Sites	
American Job Center (USDOL)	http://jobcenter.usa.gov/find-a-job
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' and 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
Summer.jobs (White House Sponsored Initiative)	http://www.whitehouse.gov/economy/jobs/youthjobs/
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork

State Government Sites	
US.Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	http://US.jobs/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral http://vetcentral.us.jobs/vet_index.asp?type=moc http://veterans.jobs/
Pennsylvania Career Connect – Pittsburgh/Allegheny County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
State & US Territory Workforce Agency Job Banks	All DE member jobs are delivered to over 3000+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities. Members access your VEVRAA Compliance Reporting through the Member Desktop for confirmation of job listing delivery
State of Alabama	https://joblink.alabama.gov/ada/

State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	http://www.caljobs.ca.gov/
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www1.iowajobs.org/jobs/login.seek
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	http://www.mainecareercenter.com/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://jobs.mt.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	http://nevada.us.jobs/
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://careerconnections.nj.gov/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx

State of New York	http://newyork.us.jobs/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://ohiomeansjobs.com/omj/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	http://puertorico.us.jobs/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://wit.twc.state.tx.us/
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://seeker.worksourcewa.com/
State of West Virginia	http://www.wvcommerce.org/business/workforcewv/default.aspx
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx
State Workforce Agency Microsites (See list of specific state microsites below).	Several State Workforce Agencies have added .jobs microsites to target specific recruiting populations, allowing states to drive more jobseeker traffic to their niche microsites and state job banks (see below).
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Colorado Department of Labor & Employment	http://coworkforce-veterans.jobs/
EmployNevada (Nevada State Workforce)	http://employnevadavets.jobs
IndianaCareerConnect Veterans (IN State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/

Missouri Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

Other Sites	
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
Career Bliss	http://www.careerbliss.com/jobs/
Facebook Social Jobs Partnership	https://www.facebook.com/socialjobs/app_417814418282098
Flexjobs	https://www.flexjobs.com (only remote positions)
Info.com	http://info.com/
Jobalot	http://www.jobalot.com/
Job Inventory	http://www.jobinventory.com/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
Mitula	http://www.mitula.com/
Servant@Heart Christian Business Directory	http://jobs.servantatheart.org/
St. Christopher Parish	http://jobs.saintchristopherparish.org/
TalentPlanet	http://talentplanet.com/index.php
Trovit	http://job.trovit.com/
Universal Technical Institute	http://uti.jobs/ *Automotive Industry Related Job Content
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

Global Sites	
Australia.recruit.net	Jobrapido.de – Germany
China.recruit.net	Jobrapido.nl – Holland
HongKong.recruit.net	Jobrapido.ie – Ireland
India.recruit.net	Jobrapido.it – Italy
Japan.recruit.net	Jobrapido.mx – Mexico
Malaysia.recruit.net	nz.jobrapido.com – New Zealand
NewZealand.recruit.net	Jobrapido.pl – Poland
Singapore.recruit.net	Jobrapido.es – Spain
Jobespresso.net – Italy	Jobrapido.se – Sweden
Jobrapido.com.ar – Argentina	Jobrapido.ch – Switzerland
Jobrapido.at – Austria	Jobrapido.co.uk – UK
Jobrapido.com.au – Australia	Jobrapido.com – USA
Jobrapido.br – Brazil	Jumpstation.com.au
Jobrapido.cl – Chile	
Jobrapido.fr – France	
Wowjobs.ca - Jobs in Canada and Australia Only	

Metro Areas on US.jobs					
STATES:	METRO AREAS:				
Alabama:	Birmingham	Huntsville	Mobile	Montgomery	
Alaska:	Anchorage	Fairbanks	Juneau		
Arizona:	Flagstaff	Phoenix	Tucson		
Arkansas:	Fayetteville	Little Rock			
California:	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
Colorado:	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut:	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware:	Dover	Wilmington			
District of Columbia:	Washington				
Florida:	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
Georgia:	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii:	Hilo	Honolulu			
Idaho:	Boise	Pocatello			
Illinois:	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
Indiana:	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa:	Cedar Rapids	Des Moines			
Kansas:	Kansas City	Topeka	Wichita		
Kentucky:	Frankfort	Lexington	Louisville		
Louisiana:	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine:	Augusta	Portland			
Maryland:	Annapolis	Baltimore			
Massachusetts:	Boston	Springfield	Worcester		
Michigan:	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota:	Minneapolis	St. Paul			
Mississippi:	Gulfport	Jackson			
Missouri:	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana:	Billings	Helena			

Nebraska:	Lincoln	Omaha			
Nevada:	Carson City	Las Vegas	Reno		
New Hampshire:	Concord	Manchester			
New Jersey:	Elizabeth	Jersey City	Newark	Patterson	Trenton
New Mexico:	Albuquerque	Santa Fe			
New York:	Albany Syracuse	Buffalo	Elmira	New York	Rochester
North Carolina:	Asheville Durham	Charlotte Winston-Salem	Fayettesville	Greensboro	Raleigh
North Dakota:	Bismarck	Fargo			
Ohio:	Akron Toledo	Cincinnati	Cleveland	Columbus	Dayton
Oklahoma:	Oklahoma City	Tulsa			
Oregon:	Eugene	Portland	Salem		
Pennsylvania:	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island:	Providence				
South Carolina:	Charleston	Columbia			
South Dakota:	Pierre	Sioux Falls			
Tennessee:	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas:	Abilene Corpus Christi Laredo Waco	Amarillo Dallas Longview Wichita Falls	Austin El Paso Lubbock	Beaumont Fort Worth San Antonio	Brownsville Houston Tyler
Utah:	Provo	Salt Lake City			
Vermont:	Burlington	Montpelier			
Virginia:	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington:	Olympia	Seattle	Spokane	Tacoma	
West Virginia:	Charleston	Huntington			
Wisconsin:	Green Bay	Madison	Milwaukee		
Wyoming:	Casper	Cheyenne			

College Network

Academy of Art University
Alabama State University
Albany College of Pharmacy & Health Sciences
Albany State University
Albion College
Alcorn State University
Alfred University
Alma College
American Public University System
American Sentinel University
Amherst College
Amridge University
Anderson University (IN)
Anne Arundel Community College
Appalachian State University
Arizona State University
Arkansas State University
Arkansas State University, Beebe
Arkansas State University, Mountain Home
Armstrong State University
Assumption College
Athens State University
Atlanta University Center
Auburn University
Augsburg College
Averett University
Azusa Pacific University
Babson College
Baker College
Ball State University
Barnard College
Bay Path University
Bellevue College (WA)
Belmont Abbey College
Beloit College
Bennington College
Bentley University
Berklee College of Music
Bethel University (MN)
Biola University

BJU Press

Black River Technical College

Blackburn College

Bloomsburg University of Pennsylvania (PASSHE)

Bluegrass Community & Technical College

Bob Jones University

Boise State University

Boston Architectural College

Boston College

Boston University

Boston University, College of Communication

Boston University, College of Engineering

Boston University, School of Hospitality Administrators

Boston University, School of Management

Boston University, School of Public Health

Bowdoin College

Bowie State University

Bowling Green State University

Brandman University

Brigham Young University

Brigham Young University, Hawaii

Brigham Young University, Idaho

Brown University

Bryn Mawr College

Bucknell University

Bucks County Community College

Burlington County College

Cabrillo College

Cabrini College

Cairn University

California Baptist University

California Institute of Technology (Caltech)

California Lutheran University

California Polytechnic State University, San Luis

California State Polytechnic University, Pomona

California State University Channel Islands

California State University East Bay, College of Business and Economics

California State University Fresno

California State University Fullerton

California State University Long Beach

California State University Monterey Bay

California State University Northridge

California State University Sacramento

California State University San Bernardino
California University of Pennsylvania (PASSHE)
Calvin College
Cambridge College
Cañada College
Cape Fear Community College
Capella University
Capital Community College
Capitol College
Carleton College
Carnegie Mellon University
Case Western Reserve University
Cayuga County Community College
Central Arizona College
Central College
Central Lakes College at Brainerd
Central Methodist University
Central New Mexico Community College
Central Oregon Community College
Central State University
Central Virginia Community College
Central Washington University
Centre College
Chaffey College
Chaminade University of Honolulu
Champlain College
Chapman University
Charleston Southern University
Chatham University
Chattahoochee Technical College
Chattanooga State Community College
Cheyney University of Pennsylvania (PASSHE)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Claremont McKenna College
Clarion University of Pennsylvania (PASSHE)
Clark University
Clarkson University
Clayton State University
Clemson University
Clemson University, Cooperative Education Program
Cleveland State University

Coastal Carolina University
Coastline Community College
Coker College
Colby College
Colgate University
College of Coastal Georgia
College of Idaho
College of Marin
College of San Mateo
College of Southern Nevada
College of St. Benedict & St. John's University
College of the Holy Cross
College of Western Idaho
Collin College
Colorado School of Mines
Columbia College (MO)
Columbia College (SC)
Columbia Southern University
Columbia University, The Earth Institute
Columbus College of Art & Design
Columbus State Community College
Community College of Vermont
Concordia College (NY)
Concordia College at Moorhead
Concordia University Ann Arbor
Concordia University at Irvine
Concordia University, St. Paul
Connecticut College
Cornell College
Cuesta College
Culinary Institute of America
Cumberland University
CUNY Baruch College
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Borough of Manhattan Community College
CUNY Central Internship Programs
CUNY College of Staten Island
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY Kingsborough Community College
CUNY LaGuardia Community College, Humanities De
CUNY Lehman College

CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY Queens College
CUNY Service Corps
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Daniel Webster College
Dartmouth College, Thayer School of Engineering
Davenport University
Dean College
Delaware State University
Delaware Valley College
Delta State University
Depauw University
DeSales University
Dominican College
Dordt College
Dowling College
Drake University
Drew University
Drexel University
Drexel University, School of Public Health
Duke University, Sanford School of Public Policy
Dunwoody College of Technology
Duquesne University
Earlham College
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eastern University
Eastern Washington University
Eckerd College
Edinboro University of Pennsylvania (PASSHE)
Elmhurst College
Emily Griffith Technical College
Emmanuel College
Emory University
Erie Huron Ottawa Vocational Education (EHOVE)
Excelsior College
Fairfield University
Fairmont State University

Fashion Institute of Design & Merchandising (FIDM)
Fashion Institute of Technology, Career Services Office
Fayetteville State University
Ferris State University
Florida Gulf Coast University
Florida International University
Florida International University, Chaplin School
Florida Memorial University
Florida State University
Florida State University, College of Social Work
Fordham University
Fordham University, Gabelli School of Business
Fort Lewis College
Franklin & Marshall College
Franklin W. Olin College of Engineering
Friends University
Full Sail University
Furman University
Gadsden State Community College
Gallaudet University
Gateway Community College
George Washington University School of Public Health & Health Services
George Washington University, Career Services
George Washington University, Elliott School of Internal Affairs
George Washington University, School of Engineering & Applied Science
Georgetown College
Georgetown University
Georgetown University, Communication, Culture &
Georgia Regents University
Georgia Southern University
Georgia Southwestern State University
Georgia Tech
Georgian Court University
Gettysburg College
Golden Gate University
Gonzaga University
Goucher College
Governors State University
Grambling State University
Grand Canyon University
Green Mountain College
Grinnell College
Hamilton College

Hamline University
Hampden-Sydney College
Hampshire College
Hampton University
Hanover College
Harding University
Harvard University
Harvard University, T.H. Chan School of Public
Harvey Mudd College
Haverford College
Hawaii Pacific University
Hendrix College
Henry Ford College
Heritage University
High Point University
Hood College
Howard University
Hudson Valley Community College
Illinois Institute of Technology
Illinois State University
Indiana University Bloomington, Career Development
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics & Computing
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University of Pennsylvania (PASSHE)
Indiana University South Bend
Indiana University Southeast
Indiana University, Kokomo
Indiana University-Purdue University, Columbus
Indiana University-Purdue University, Fort Wayne
Indiana Wesleyan University
iNet Internship Network
Iona College
Iowa Central Community College
Iowa State University
IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business

IUPUI, Lilly Family School of Philanthropy
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Health and Rehabilitation Sciences
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Physical Education and Tourism Management
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University
Jacksonville State University
Jacksonville University
James Madison University
Johns Hopkins University, Bloomberg School of Public Health
Johnson C. Smith University
Johnson University
Juniata College
Kendall College
Kendall College of Art and Design, Ferris State
Kennesaw State University
Kenyon College
Kutztown University of Pennsylvania (PASSHE)
Lafayette College
Lake Land College
Lake Superior State University
Laney College (CA)
Lansing Community College
Lawrence Tech
Lehigh Carbon Community College
Lehigh University
Lewis & Clark College
Lewis University
Liberty University
Life University
LIM College (Laboratory Institute of Merchandising)
Linfield College
Linn-Benton Community College
Lock Haven University of Pennsylvania (PASSHE)
Long Island University

Longwood University
Los Angeles Film School
Louisiana State University
Louisiana Tech University
Loyola Marymount University
Loyola Marymount University, School of Film and Television
Loyola University Chicago
Luther College
Lynchburg College
Macalester College
Madonna University
Manhattan College
Mansfield University of Pennsylvania (PASSHE)
Marian University
Marist College
Marlboro College
Marshall University
Marygrove College
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massachusetts General Hospital Institute of Health
Massasoit Community College
McDaniel College
McNeese State University
Menlo College
Mercer University
Mercy College
Merrimack College
MetroLink Consortium
Metropolitan Community College of Kansas City
Miami University (OH)
Michigan State University
Middlebury College
Millersville University of Pennsylvania (PASSH)
Mills College
Milwaukee Institute of Art and Design
Minnesota State University, Mankato
Mississippi College
Mississippi State University
Missouri Baptist University
Monroe College
Montgomery College

Moorpark College
Moravian College and Theological Seminary
Morehead State University
Morehouse College
Morgan State University
Moultrie Technical College
Mount Holyoke College
Mount Ida College
Mount St. Mary's University (CA)
Mount Washington College
Mt. San Antonio College
Mt. San Jacinto College
Muhlenberg College
National Park Community College
National University
Navarro College
New Jersey Institute of Technology
New Orleans Baptist Theological Seminary
New York University
Newberry College
Newbury College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Central University
North Dakota State University
North Park University
Northeast Alabama Community College
Northern Essex Community College
Northern Illinois University
Northshore Technical Community College
Northwest Arkansas Community College
Northwest Missouri State University
Northwestern University
Northwestern University, Medill School of Journalism
Northwood University
Norwich University
Notre Dame de Namur University
Nova Southeastern University
Nyack College
Oakland University
Oberlin College

Occidental College
Ohio Christian University
Ohio Northern University
Ohio State University
Ohio State University, College of Arts & Sciences
Ohio State University, College of Engineering
Ohio State University, College of Food, Agriculture & Environmental Sciences
Ohio University
Oklahoma Baptist University
Old Dominion University
Oral Roberts University
Otis College of Art and Design
Ouachita Baptist University
Palm Beach Atlantic University
Palomar College
Park University
Pasadena City College
Peirce College
Penn State, College of Agricultural Sciences
Penn State, College of Engineering
Penn State, College of Information Sciences
Penn State, College of the Liberal Arts
Penn State, Consortia
Penn State, Eberly College of Science
Penn State, Harrisburg
Penn State, Supply Chain & Information Systems
Penn State, The Behrend College
Penn State, University Park
Pennsylvania College of Technology
Pensacola State College
Philadelphia University
Piedmont Community College
Piedmont Virginia Community College
Pierpont Community and Technical College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical Institute
Pitzer College
Point Loma Nazarene University
Pomona College
Prairie View A&M University
Pratt Institute
Princeton University

Pueblo Community College
Purdue University
Quinnipiac University
Ranken Technical College
Rasmussen College
Reed College
Regent University
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University
Rhodes College
Rice University
Roane State Community College
Rochester Institute of Technology
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Ron Brown Scholar Fund
Roosevelt University
Rose-Hulman Institute of Technology
Russell Sage College
Rutgers University Camden
Rutgers University New Brunswick
Rutgers University New Brunswick, School of Man
Rutgers University New Brunswick, Undergraduate
Rutgers University Newark
Rutgers University Newark, Undergraduate Business
Rutgers University School of Criminal Justice
Sacred Heart University
Saddleback College
Saginaw Valley State University
San Diego State University
San Jose State University
Santa Barbara City College
Santa Clara University
Sarah Lawrence College
Savannah College of Art and Design
Savannah State University
Savannah Technical College
School of Visual Arts
Scripps College
Seattle University

Seton Hall University
Sewanee, The University of the South
Shaw University
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Simmons College, School of Management
Simpson College
Skidmore College
Skyline College
Slippery Rock University of Pennsylvania (PASSHE)
Smith College
Sonoma State University
South Central College
Southeast Missouri State University
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Oklahoma State University
Southern Adventist University
Southern Connecticut State University
Southern Crescent Technical College
Southern Illinois University at Carbondale
Southern University and A&M College
Southern Wesleyan University
Southwestern Baptist Theological Seminary
Southwestern University
Spelman College
Spokane Community College
Spring Arbor University
Springfield College
St. Ambrose University
St. Bonaventure University
St. Clair County Community College
St. John's University
St. Joseph's College
St. Joseph's University
St. Lawrence University
St. Leo University
St. Louis Community College, Florissant Valley
St. Mary's College of California
St. Mary's College of Maryland
St. Michael's College (VT)
St. Olaf College
St. Peter's University

St. Thomas Aquinas College
St. Thomas University
St. Xavier University
Stevenson University
Stratford University
SUNY Alfred State College
SUNY at Binghamton University
SUNY Buffalo State
SUNY College at Oneonta
SUNY Cortland
SUNY Farmingdale State College
SUNY Fredonia
SUNY Jefferson Community College
SUNY New Paltz
SUNY Oswego
SUNY Plattsburgh
SUNY Purchase College
SUNY University at Buffalo
Susquehanna University
Swarthmore College
Syracuse University
Tallahassee Community College
Tarleton State University
Temple University
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality
Tennessee State University
Texas A&M University, College Station
Texas A&M University, Kingsville
Texas A&M University, Texarkana
Texas Wesleyan University
The College of New Jersey
The College of New Rochelle
The College of St. Rose
The College of William & Mary
The College of Wooster
The Juilliard School
The King's College
The New School
The Southern Baptist Theological Seminary
The Universities at Shady Grove
The University of the Arts
Thomas Jefferson University

Tiffin University
Touro College
Transylvania University
Trenholm State Technical College
Trident Technical College
Trine University
Trinity Christian College
Trinity College (CT)
Trinity Washington University
Troy University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tuskegee University
UCLA
UCLA, Luskin School of Public Affairs
Union University
University of Alabama
University of Alabama in Huntsville
University of Arizona
University of Arkansas at Fayetteville
University of Arkansas at Fort Smith
University of Arkansas at Pine Bluff
University of Baltimore
University of California Berkeley
University of California Berkeley, School of Public Health
University of California Berkeley, School of Social Welfare
University of California Davis
University of California Irvine
University of California Merced
University of California Riverside
University of California San Diego
University of California San Diego, Academic Internship
University of California Santa Barbara
University of California Santa Cruz
University of Central Missouri
University of Charleston
University of Chicago
University of Connecticut
University of Dallas
University of Denver
University of Evansville
University of Florida
University of Georgia

University of Great Falls
University of Houston
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign
University of Illinois Theta Xi
University of Iowa
University of Kansas
University of Kentucky
University of La Verne
University of Louisville
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Mary Washington
University of Maryland Baltimore County
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Massachusetts Amherst
University of Massachusetts, Amherst, Isenberg
University of Memphis
University of Michigan Ann Arbor, Athletic Department
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science and the Arts
University of Michigan Ann Arbor, School of Information
University of Michigan Ann Arbor, School of Natural Resources & Environment
University of Michigan Ann Arbor, School of Public Health
University of Michigan Dearborn
University of Michigan-Flint
University of Missouri Kansas City
University of Nebraska at Kearney
University of Nebraska Lincoln
University of Nebraska Omaha
University of Nevada Las Vegas
University of Nevada Reno
University of New Hampshire
University of New Hampshire, College of Health
University of New Hampshire, Paul College of Business and Economics

University of New Hampshire-Manchester
University of New Haven
University of New Mexico
University of North Alabama
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of Northern Iowa
University of Northwestern - St. Paul
University of Notre Dame
University of Pennsylvania
University of Pittsburgh
University of Pittsburgh at Bradford
University of Pittsburgh at Johnstown
University of Pittsburgh, School of Education
University of Puget Sound
University of Rhode Island
University of Richmond
University of San Diego
University of San Francisco
University of South Carolina Upstate
University of Southern California
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Occupational & Physical Therapy and Ostrow
Dentistry
University of Southern California, Rossier School of Education
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School Of Engineering
University of Southern California. Annenberg School for Communication &
Journalism
University of Southern Indiana
University of Southern Maine
University of St Francis (IL)
University of St. Joseph
University of St. Thomas
University of Tennessee at Chattanooga
University of Texas at Austin, College of Fine Arts
University of Texas at Austin, Moody College of Communications
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Nursing
University of the Ozarks
University of the Pacific
University of Toledo
University of Toledo, College of Education

University of Tulsa
University of Utah
University of Vermont
University of Virginia
University of Washington, Engineering Co-op & Internship Program
University of Washington, Information School
University of West Georgia
University of Wisconsin at Madison, School of Education
University of Wisconsin at Madison, School of Human Ecology
University of Wisconsin at Milwaukee
Upper Iowa University
Ursinus College
Valencia College
Vanderbilt University
Vanguard University
Vassar College
Ventura College
Vincennes University
Virginia Highlands Community College
Virginia International University
Virginia State University
Virginia Union University
Virginia Wesleyan College
Virginia Western Community College
Wade College
Wagner College
Walla Walla University
Walsh College
Warner Pacific College
Warren Wilson College
Wartburg College
Washington College
Washington State University
Washington University in St. Louis
Washington University in St. Louis, George Warren Brown School of Social Work
Washington University in St. Louis, Olin Undergrad Business School
Washtenaw Community College
Wayne State University, School of Business Administration
Webster University
Wentworth Institute of Technology
West Chester University of Pennsylvania (PASSHE)
West Georgia Technical College
West Virginia State University

Western Carolina University
Western Illinois University
Western Kentucky University
Western Washington University
Westmont College
Wheaton College (IL)
Whitman College
Whitworth University
Wilberforce University
Willamette University
William Jewell College
William Paterson University of New Jersey
William Woods University
Williams College
Wilmington College
Wingate University
Winthrop University
Wiregrass Georgia Technical College
Woodbury University
Worcester Polytechnic Institute
Xavier University
Xavier University of Louisiana
Yale University
Yale University Consortium
Yale University, School of Public Health
Yeshiva University
Yeshiva University, Professional Studies
York College of Pennsylvania
York Technical College
Youngstown State University
Youngstown State University, Science, Technology
Youngstown State University, Williamson College of Business Administration